



Know the Earth...Show the Way

Managing Life's Difficult Changes

A silhouette of a city skyline is shown against a bright orange and yellow sunset sky. The sun is low on the horizon, creating a strong backlight effect. The city buildings are dark and jagged against the bright sky.

**Change Cycle Overview for
“Preparing for the Challenge”
Workshop**

Objectives

- What is change and what are the realities?
- Brief understanding of the physiological and psychological aspects of change.
- Explore the six stages of the Change Cycle TM Model.
- Introduction to the various stage skills.

Change Defined

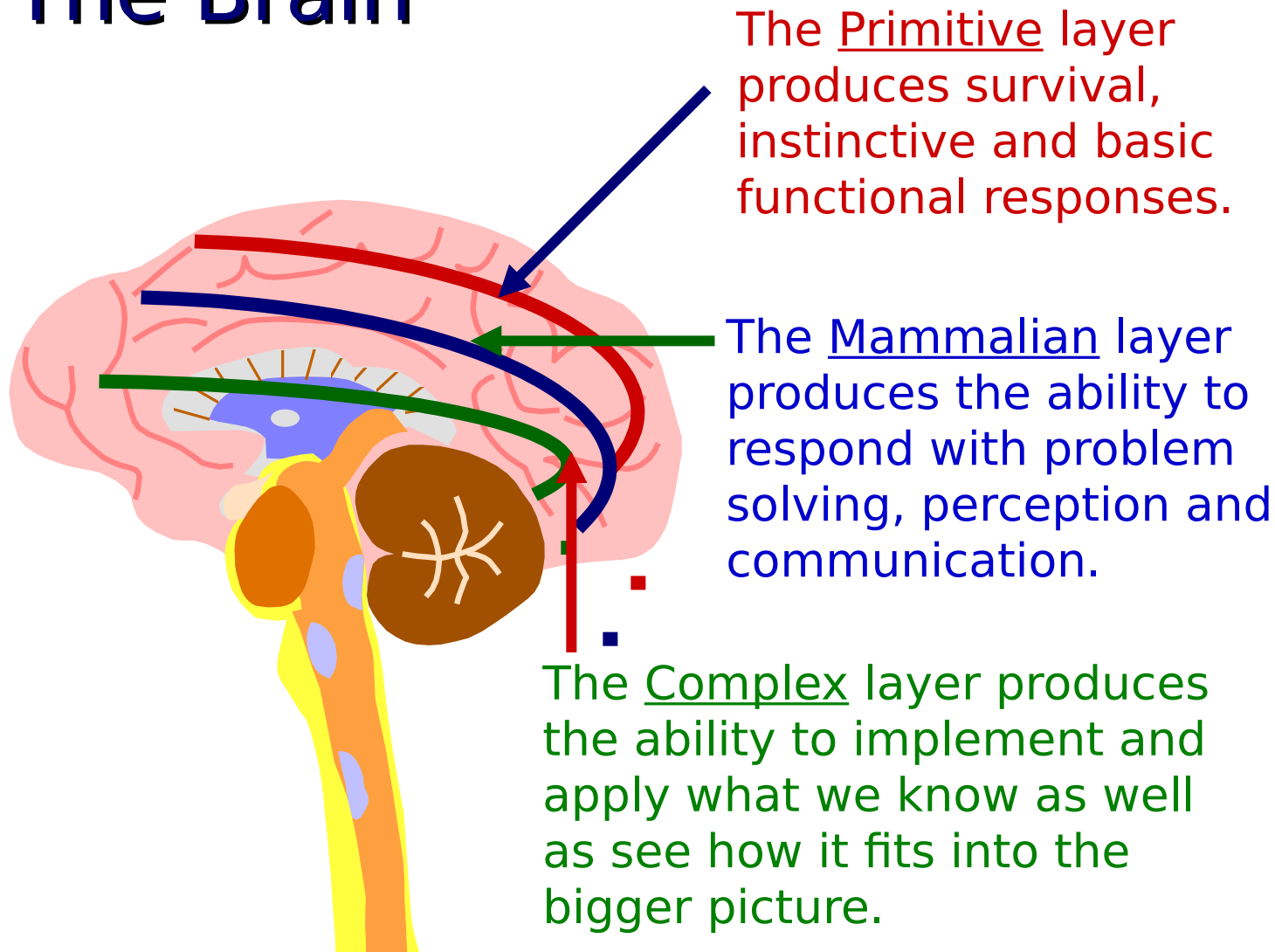
Change - Disruption of people's expectations by asking them to do something different

- When unexpected and difficult changes occur in ones life, people feel a huge loss of control
- Resistance to change is natural
- Understanding the change process is important in order to take back control over change

Realities About Life's Changes

- Change does not happen to us, but around and through us.
- Change is global. Governments - everywhere - are going through change
- The pace of change is accelerating. If you stand still, you will soon be obsolete
- Your reaction to change is **totally** within your control

The Brain



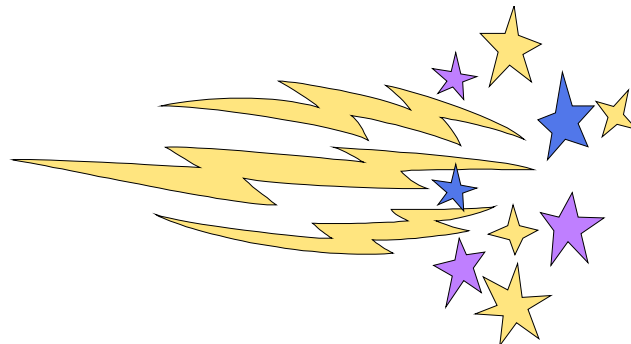
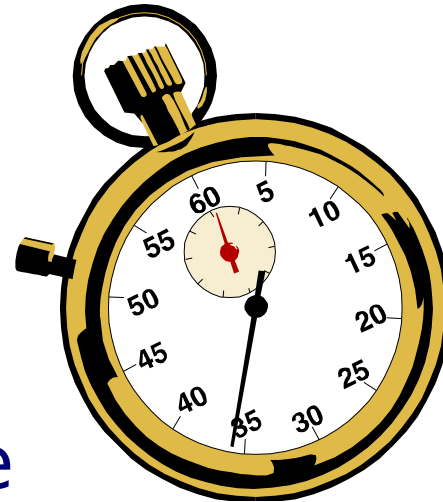
Predictable Characteristics of Change

The brain:

- creates responses that are predictable and sequential
- the brain distorts, deletes and generalizes new information
- the brain makes no differentiation between good or bad changes
- the brain makes no differentiation between externally imposed or internally driven changes
- the brain responds multi-dimensionally

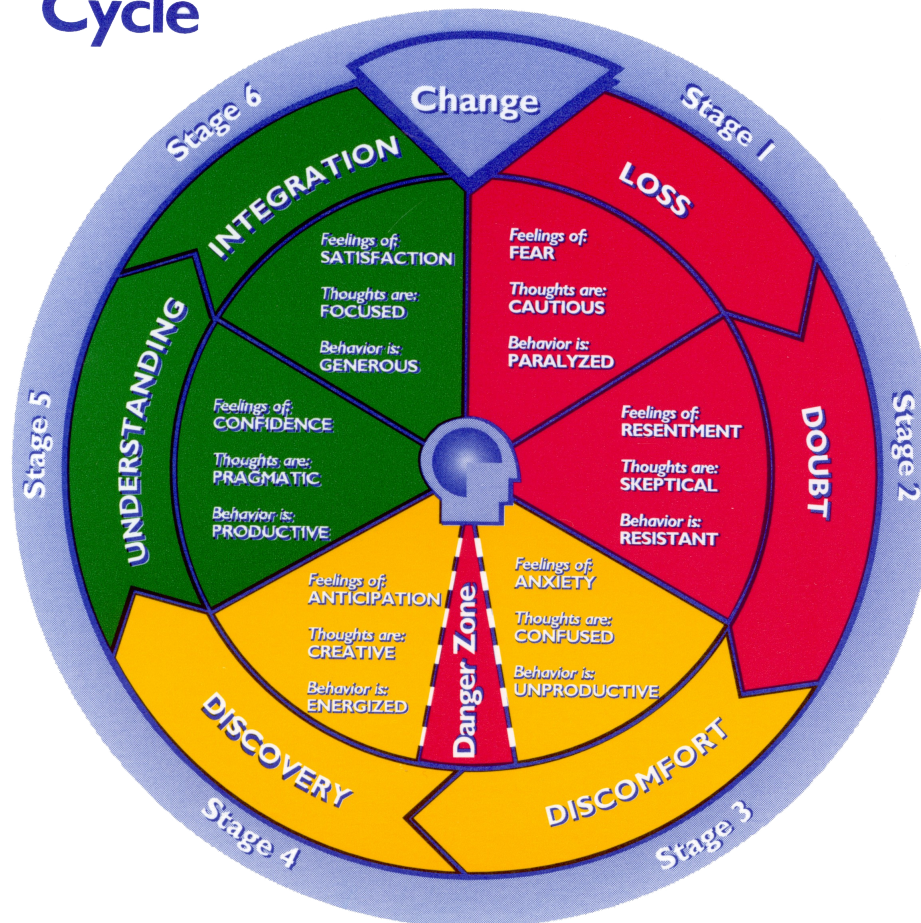
Unpredictable Characteristics of Change

- Time of response
- Intensity of response



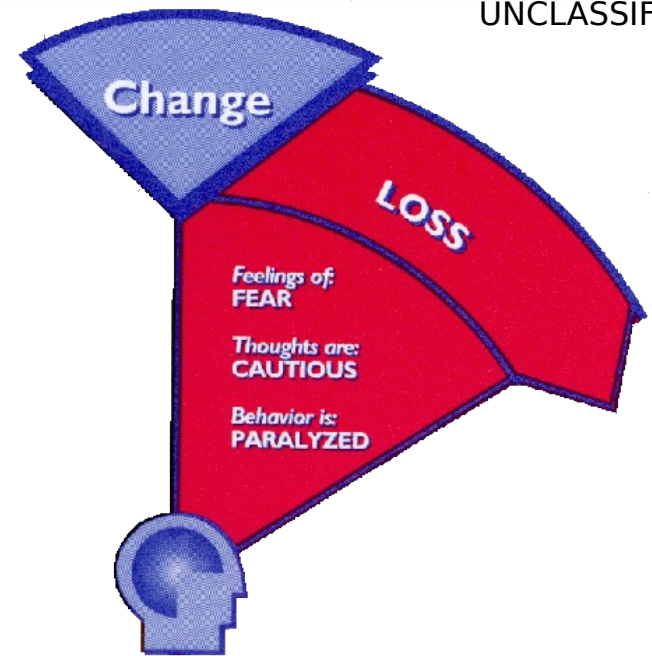
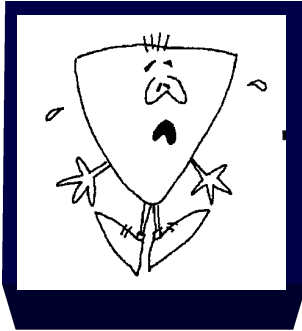
The Change Cycle™ Model

The
Change
Cycle™



Stage 1 Profile

Loss - Change AGAINST Me



Primary Experience	Loss
Major Focus	Self-Protection
Stage Objective	Creating personal safety
Motivated By	Pain or security needs
Overuses	Paranoia
Challenges	Defeating the “endless victim” mentality
Opportunity fear	Learning to channel

into appropriate

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STAGE 1: Success Skills for Loss (Safety)

Defining the
Change

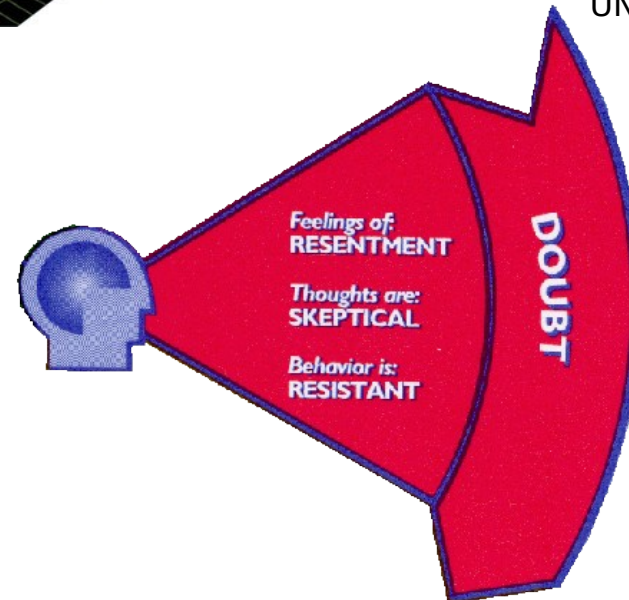
Discern Between Real and Imagined
Fear

Establish Clear
Outcomes

Stage 2 Profile

Doubt - Me AGAINST

Change



Primary Experience	Doubt
Major Focus	Ego strength; being right
Stage Objective	Gather accurate information
Motivated By	Opinions or facts
Overuses	Blaming self and others
Challenges	Accepting valid information differing from your own position
Opportunity	Seeking and utilizing new information

STAGE 2: Success Skills for Doubt (Valid Information)

Gather Information for Accurate
Picture

Cause and Effect

Reframing the
Change

Stage 2 Profile Schema

Schema:

To form a pattern, based on past experience, for use at present and in the future



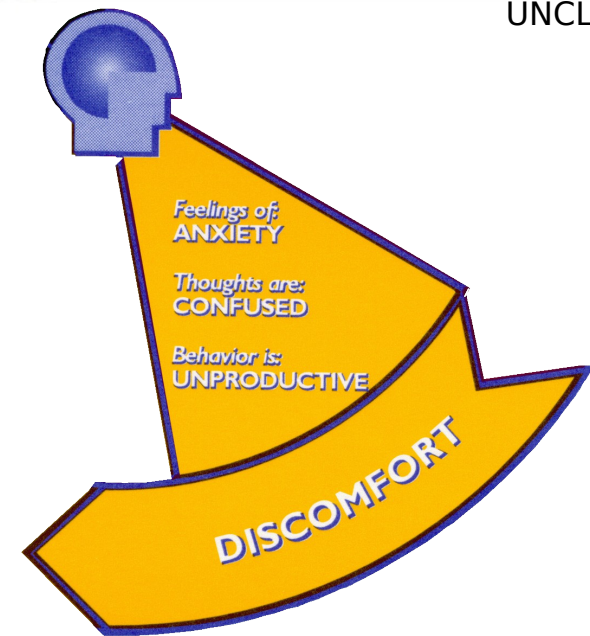
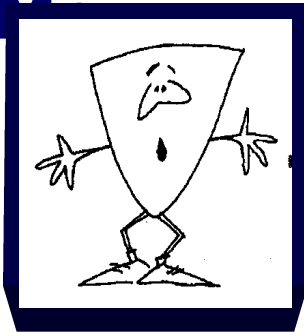
Stage 2 Profile

Schema

- bed
- rest
- awake
- night
- dream
- eat
- snooze
- nap
- relax
- sound
- slumber
- snore

Stage 3 Profile

Discomfort - The Change AND



Primary Experience:	Discomfort
Major Focus:	The "problem"
Stage Objective:	Self-motivation
Motivated By:	Impatience or possibility
Overuses:	Being overwhelmed
Challenges:	Keeping anxiety from becoming depression
Opportunity:	In chaos, learning to take

small break-through

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STAGE 3: Success Skills for Discomfort (Motivation)

Taking Mental Action
or Changing the
Meaning

Creating Mental Distraction

Commit to Physical Action

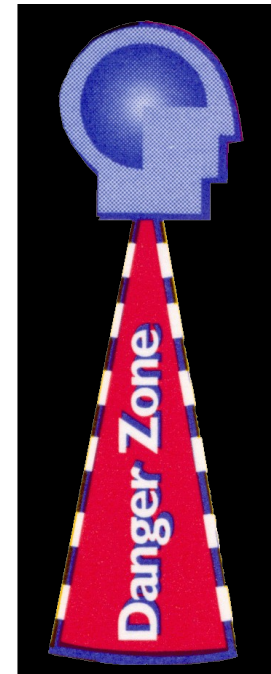
Pandora's Box: The Danger Zone

Danger #1: The
overwhelming urge
to give up

Danger #2: Picturing yourself
as useless

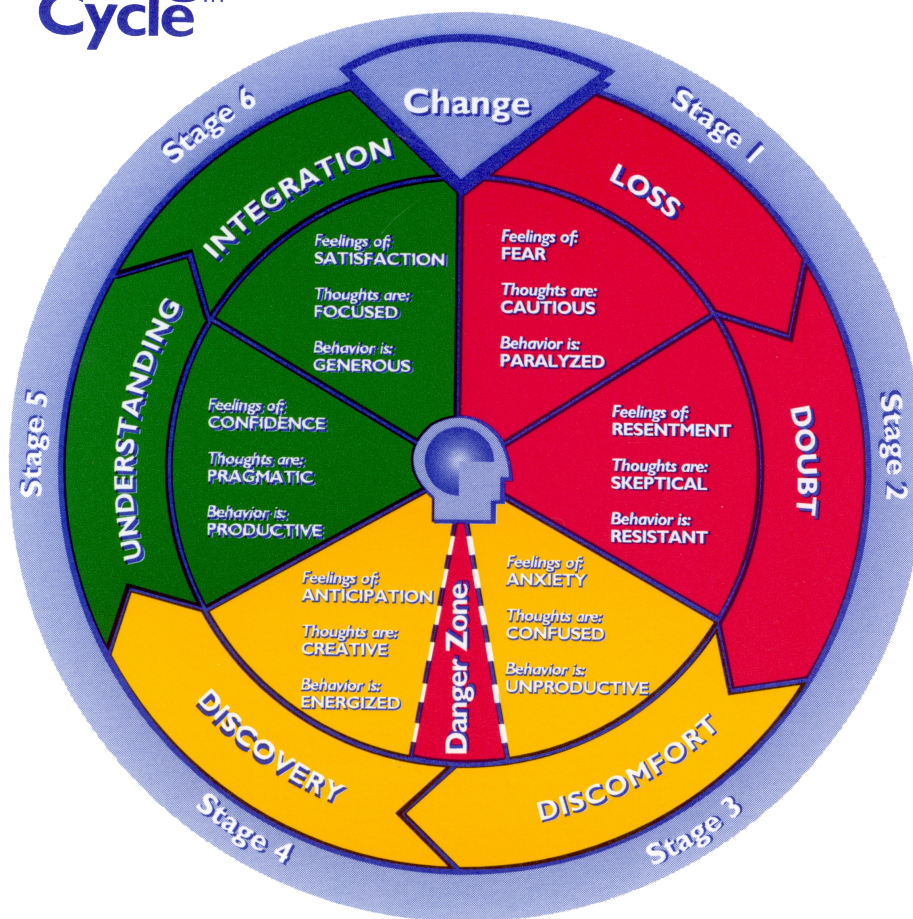
Danger #3: Believing you can
cover up the pain

Danger #4: Believing that you
are working hard for
nothing



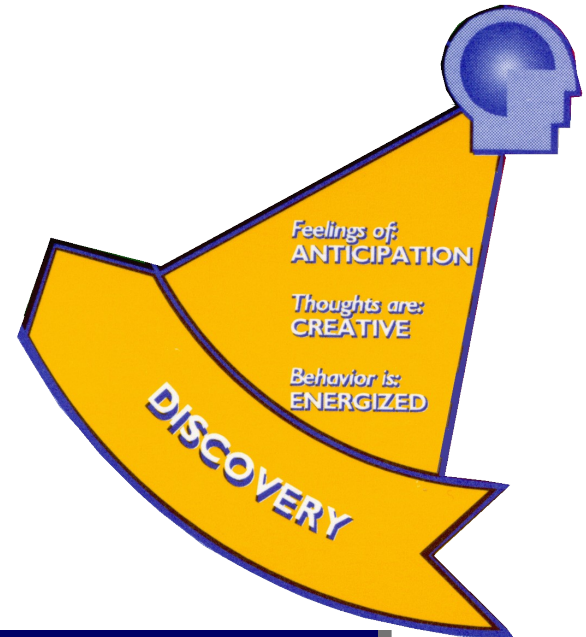
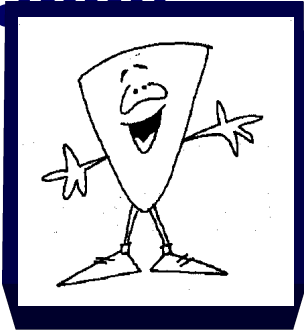
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Stage 4 Profile

Discovery - Me BECOMING the Change



Primary Experience:	Discovery
Major Focus:	The "solutions"
Stage Objective:	Making decisions from options
Motivated By:	Frustration or multiple choices
Overuses:	Enthusiasm
Challenges:	Acting on your decisions
Opportunity:	Knowing how to stay focused

on priorities

STAGE 4: Success Skills for Discovery (Decisions)

Brainstorming New
Ideas

Identify and Use Your
Strengths

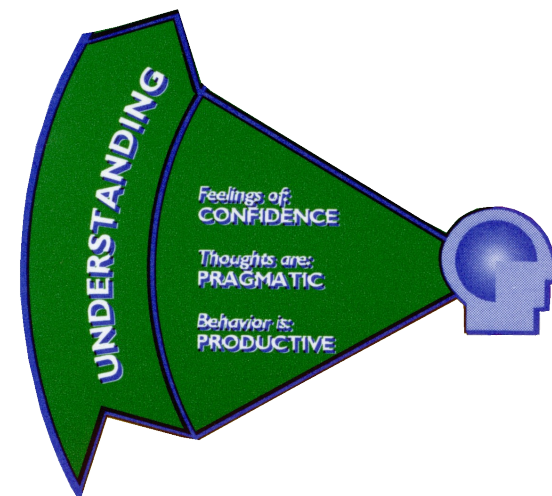
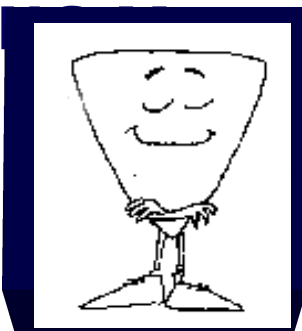
Practice
Perspective

Be Willing to Take
Risks

Stage 5 Profile

Understanding - The Change

BECOMING



Primary Experience:	Understanding
Major Focus:	Accomplishment
Stage Objective:	Knowing the
Motivated By:	Features or benefits
Overuses:	Pride
Challenges:	Keeping moving to complete the
Opportunity:	Acknowledge
assistance	

from others

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STAGE 5: Success Skills for Understanding (Benefits)

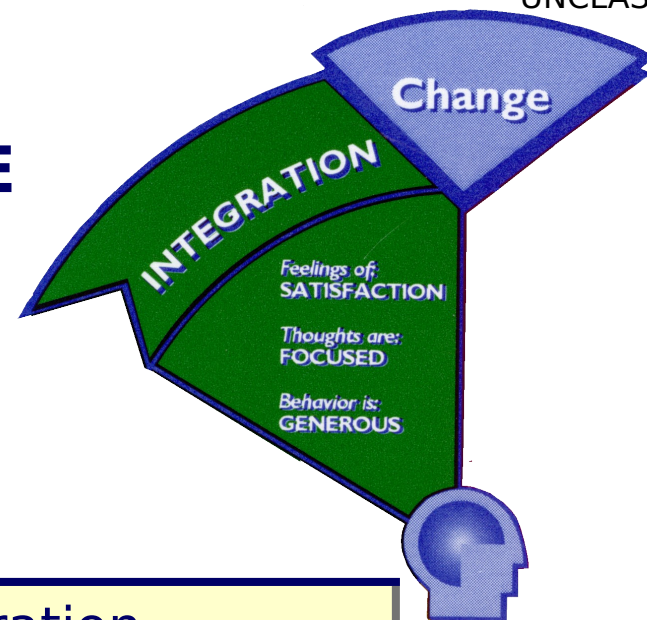
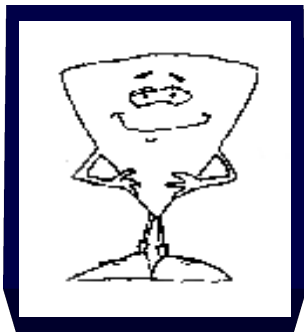
Features vs.
Benefits

Giving Credit

Celebrating
Progress

Stage 6 Profile

Integration - I AM THE CHANGE



Primary Experience:	Integration
Major Focus:	Learning
Stage Objective:	Stability
Motivated By:	Recognition or ego
Overuses:	Arrogance
Challenges:	Avoid becoming complacent
Opportunity: change	Successfully make

a part of life

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STAGE 6: Success Skills for Integration (Stability)

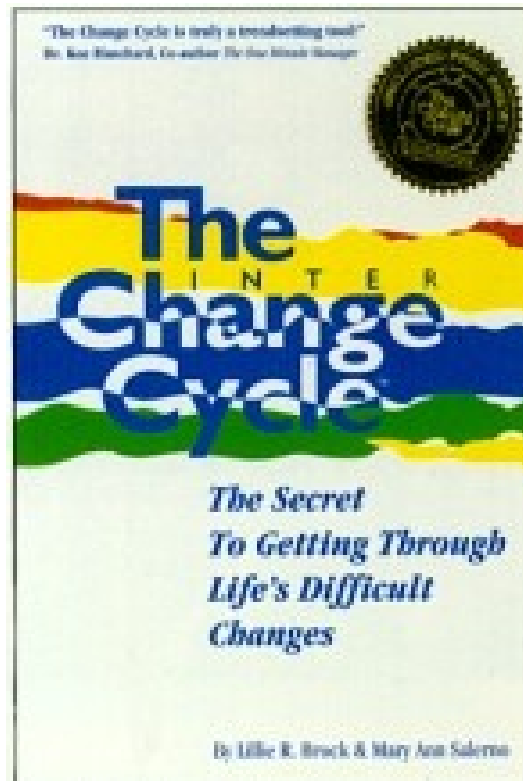
Gain New Knowledge

Offer Assistance to
Others

Practice
Flexibility

The Change Cycle™ Model

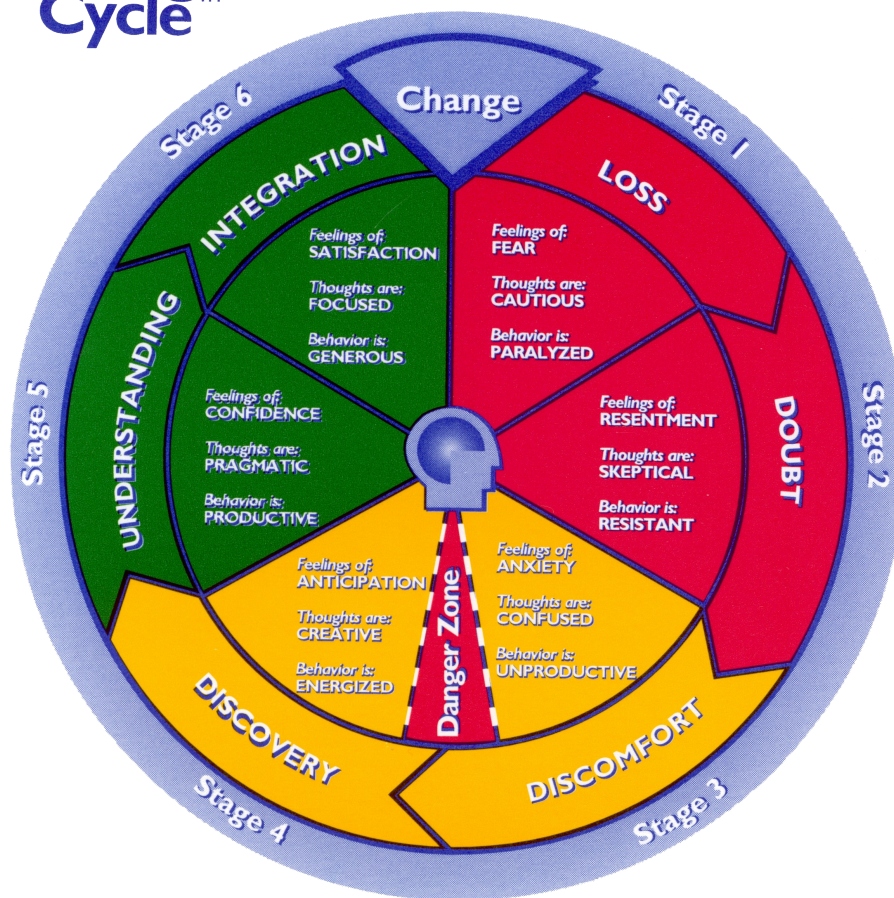
- The Change Cycle...The Secret of Getting Through Life's Difficult Changes...Bridge Builder Media, Lillie R. Brock & Mary Ann Salerno, 1994



- www.changecycle.com

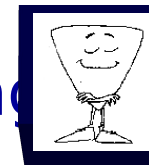
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The Change Cycle™ Model

- Stage 1: **Loss:** The Change Against Me
- Stage 2: **Doubt:** Me Against the Change
- Stage 3: **Discomfort:** The Change and Me
- Stage 4: **Discovery:** Me Becoming the Change
- Stage 5: **Understanding:** The Change Becoming Me
- Stage 6: **Integration:** I Am the Change



Accepting the Cycles of Change

“It is not the strongest of the species that survives, nor the most intelligent, but rather the one most responsive to change.”

- Charles Darwin

